BEP SALARY SCHEDULE
HICKMAN COUNTY SCHOOLS
FY 2022
Proposed May 10, 2021

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
	FY 2022	FY 2022	FY 2022	FY 2022	FY 2022
0	$40,000	$41,000	$43,500	$44,600	$46,800
1	$40,700	$42,500	$45,000	$46,200	$48,400
2	$41,300	$43,400	$45,900	$46,700	$49,400
3	$41,400	$43,550	$46,000	$46,900	$49,600
4	$41,500	$43,800	$46,100	$47,000	$49,800
5	$41,700	$44,300	$46,700	$47,400	$50,000
6	$42,700	$45,550	$47,200	$47,900	$50,200
7	$43,300	$45,900	$47,900	$48,600	$51,200
8	$43,600	$46,100	$48,500	$49,100	$52,200
9	$43,900	$46,600	$48,800	$49,700	$53,200
10	$44,300	$47,100	$49,300	$50,100	$54,300
11	$45,250	$49,200	$50,800	$51,800	$55,500
12	$45,600	$50,300	$51,300	$52,400	$55,900
13	$45,800	$50,400	$51,450	$52,800	$56,200
14	$46,000	$50,500	$51,600	$53,000	$57,300
15	$46,200	$50,700	$52,000	$53,500	$57,600
16	$48,000	$52,400	$54,000	$55,800	$59,800
17	$48,900	$53,000	$54,600	$56,600	$61,000
18	$49,000	$53,100	$54,900	$57,200	$61,700
19	$49,200	$53,200	$55,000	$57,500	$61,800
20	$49,300	$53,300	$55,900	$58,000	$62,700
21	$50,900	$54,900	$57,400	$59,500	$64,300
22	$51,000	$55,000	$57,600	$59,800	$64,500
23	$51,100	$55,100	$57,700	$59,900	$64,700
24	$51,200	$55,200	$57,800	$60,000	$64,900
25	$51,300	$55,300	$57,900	$60,100	$65,100
26	$51,450	$55,500	$58,000	$60,200	$65,300
27	$51,600	$55,600	$58,100	$60,400	$65,600
28	$51,700	$55,700	$58,200	$60,500	$65,800
29	$51,800	$55,800	$58,300	$60,600	$66,000
30	$52,400	$56,100	$58,800	$61,000	$67,600

HICKMAN COUNTY SCHOOLS

Principal Salaries FY 2022

Proposed June 7, 2021

12 Month Employment			
Years Exp.	**Elementary FY 2022**	**Middle School FY 2022**	**High School FY 2022**
0	$ 71,750	$ 74,620	$ 77,490
1	$ 74,825	$ 77,818	$ 80,811
2	$ 74,825	$ 77,818	$ 80,811
3	$ 74,825	$ 77,818	$ 80,811
4	$ 74,825	$ 77,818	$ 80,811
5	$ 74,825	$ 77,818	$ 80,811
6	$ 77,388	$ 80,483	$ 83,579
7	$ 77,388	$ 80,483	$ 83,579
8	$ 77,388	$ 80,483	$ 83,579
9	$ 77,388	$ 80,483	$ 83,579
10	$ 77,388	$ 80,483	$ 83,579
11	$ 79,438	$ 82,615	$ 85,793
12	$ 79,438	$ 82,615	$ 85,793
13	$ 79,438	$ 82,615	$ 85,793
14	$ 79,438	$ 82,615	$ 85,793
15	$ 81,488	$ 84,747	$ 88,007
Degree Supplement			
EdS	$ 1,500	$ 1,500	$ 1,500
PhD/EdD	$ 2,500	$ 2,500	$ 2,500

*11 Month Positions would be prorated

*Experience is based on actual experience as a Principal inside or outside the system, or Administrator (Senior Staff) experience inside the system

Hickman County Schools

Assistant Principal Salaries FY 2022

Proposed 05-10-21

12 Month - High School	
Years Exp.	FY 2022 Proposed
0	$ 69,700.00
1	$ 72,700.00
2	$ 72,700.00
3	$ 72,700.00
4	$ 72,700.00
5	$ 72,700.00
6	$ 75,200.00
7	$ 75,200.00
8	$ 75,200.00
9	$ 75,200.00
10	$ 75,200.00
11	$ 77,200.00
12	$ 77,200.00
13	$ 77,200.00
14	$ 77,200.00
15	$ 79,200.00

Degree Supplement	
EdS	$ 1,500
PhD/EdD	$ 2,500

*11 Month Positions would be prorated

Hickman County Schools
School Psychologist
FY 2022 - 11 Month Salary Schedule
Proposed June 7, 2021

BEP Salary by Training and Experience (Teacher Pay Scale)

x 1.1 (Eleventh Month)

+28% of base BEP Salary

YEARS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
PSY - 0	$ 56,580	$ 60,030	$ 61,548	$ 64,584
PSY - 1	$ 58,650	$ 62,100	$ 63,756	$ 66,792
PSY - 2	$ 59,892	$ 63,342	$ 64,446	$ 68,172
PSY - 3	$ 60,099	$ 63,480	$ 64,722	$ 68,448
PSY - 4	$ 60,444	$ 63,618	$ 64,860	$ 68,724
PSY - 5	$ 61,134	$ 64,446	$ 65,412	$ 69,000
PSY - 6	$ 62,859	$ 65,136	$ 66,102	$ 69,276
PSY - 7	$ 63,342	$ 66,102	$ 67,068	$ 70,656
PSY - 8	$ 63,618	$ 66,930	$ 67,758	$ 72,036
PSY - 9	$ 64,308	$ 67,344	$ 68,586	$ 73,416
PSY - 10	$ 64,998	$ 68,034	$ 69,138	$ 74,934
PSY - 11	$ 67,896	$ 70,104	$ 71,484	$ 76,590
PSY - 12	$ 69,414	$ 70,794	$ 72,312	$ 77,142
PSY - 13	$ 69,552	$ 71,001	$ 72,864	$ 77,556
PSY - 14	$ 69,690	$ 71,208	$ 73,140	$ 79,074
PSY - 15	$ 69,966	$ 71,760	$ 73,830	$ 79,488
PSY - 16	$ 72,312	$ 74,520	$ 77,004	$ 82,524
PSY - 17	$ 73,140	$ 75,348	$ 78,108	$ 84,180
PSY - 18	$ 73,278	$ 75,762	$ 78,936	$ 85,146
PSY - 19	$ 73,416	$ 75,900	$ 79,350	$ 85,284
PSY - 20	$ 73,554	$ 77,142	$ 80,040	$ 86,526
PSY - 21	$ 75,762	$ 79,212	$ 82,110	$ 88,734
PSY - 22	$ 75,900	$ 79,488	$ 82,524	$ 89,010
PSY - 23	$ 76,038	$ 79,626	$ 82,662	$ 89,286
PSY - 24	$ 76,176	$ 79,764	$ 82,800	$ 89,562
PSY - 25	$ 76,314	$ 79,902	$ 82,938	$ 89,838
PSY - 26	$ 76,590	$ 80,040	$ 83,076	$ 90,114
PSY - 27	$ 76,728	$ 80,178	$ 83,352	$ 90,528
PSY - 28	$ 76,866	$ 80,316	$ 83,490	$ 90,804
PSY - 29	$ 77,004	$ 80,454	$ 83,628	$ 91,080
PSY - 30	$ 77,418	$ 81,144	$ 84,180	$ 93,288

HICKMAN COUNTY SCHOOLS

FY 2022
School Psychologist
11 Month Salary

BEP Salary Scale
x 1.1 (Eleventh Month)
+ 28 % of base BEP Salary

Hard to Fill/Retention	**$ 2,500**

FY 2022
Speech Pathologist

BEP Salary Scale	
Pathologist Adjustment	$ 5,000

FY 2022
Occupational Therapist

BEP Scale Salary	
Occupational Therapist Adjustment	$ 15,000

FY 2022
Central Office
Supervisors' Salary Formula

Hickman County BEP Salary Schedule for Teachers by Training and Experience

+Any Additional Local Supplement

x1.2

+System-Wide Supplement of $100.00 per Month for 12 Months

+Academic Responsibility Supplement

+Financial Responsibility Supplement

Academic Responsibility Supplement

Non-Instructional=$2,000

Instructional=$4,000

Chief Instructional=$8,000

Financial Responsibility Supplement

Budget (Non-Funding)=$2,000

Budget(s) and Funding=$4,000

* Total Salary is a combination of Salary Formula and any Performance Contract or supplement as determined by Superintendent of Schools.

** Deputy Superintendent is to be second highest Central Office employee and Chief Academic Officer is to be third highest Central Office employee. However, there must be a minimum ten percent (10%) separation between Superintendent's salary (Superintendent's salary is capped by contract).

Additional Local Supplement – Supervisor
(Effective 2016-2017)

$1,500.00	Base 1st Year As Supervisor
$3,000.00	Base 2nd Year And Beyond As Supervisor

$500.00 Added Per Program Supervised

SOCIAL WORKER SALARY SCHEDULE
HICKMAN COUNTY SCHOOLS
FY 2022
Proposed June 7, 2021

YEARS	Social Worker (BA/BS)	Social Worker (MA/BS)	*LCSW- **LPC	Ph.D.
	FY 2022	FY 2022	FY 2022	FY 2022
0	$40,000	$41,000	$43,500	$46,800
1	$40,700	$42,500	$45,000	$48,400
2	$41,300	$43,400	$45,900	$49,400
3	$41,400	$43,550	$46,000	$49,600
4	$41,500	$43,800	$46,100	$49,800
5	$41,700	$44,300	$46,700	$50,000
6	$42,700	$45,550	$47,200	$50,200
7	$43,300	$45,900	$47,900	$51,200
8	$43,600	$46,100	$48,500	$52,200
9	$43,900	$46,600	$48,800	$53,200
10	$44,300	$47,100	$49,300	$54,300
11	$45,250	$49,200	$50,800	$55,500
12	$45,600	$50,300	$51,300	$55,900
13	$45,800	$50,400	$51,450	$56,200
14	$46,000	$50,500	$51,600	$57,300
15	$46,200	$50,700	$52,000	$57,600
16	$48,000	$52,400	$54,000	$59,800
17	$48,900	$53,000	$54,600	$61,000
18	$49,000	$53,100	$54,900	$61,700
19	$49,200	$53,200	$55,000	$61,800
20	$49,300	$53,300	$55,900	$62,700
21	$50,900	$54,900	$57,400	$64,300
22	$51,000	$55,000	$57,600	$64,500
23	$51,100	$55,100	$57,700	$64,700
24	$51,200	$55,200	$57,800	$64,900
25	$51,300	$55,300	$57,900	$65,100
26	$51,450	$55,500	$58,000	$65,300
27	$51,600	$55,600	$58,100	$65,600
28	$51,700	$55,700	$58,200	$65,800
29	$51,800	$55,800	$58,300	$66,000
30	$52,400	$56,100	$58,800	$67,600

*LCSW - Licensed Clinical Social Worker

** Licensed Professional Counselor

Hickman County Schools
12 Month Technology/Maintenance/Transportation/Food Service/Community Services Supervisor*/Coordinated School Health
Salary Schedule
FY 2022
Proposed June 7, 2021

Years of Experience	FY2022 Step	
SNE - 0	$	48,600
SNE - 1	$	51,638
SNE - 2	$	53,663
SNE - 3	$	53,663
SNE - 4	$	53,663
SNE - 5	$	53,663
SNE - 6	$	56,700
SNE - 7	$	56,700
SNE - 8	$	56,700
SNE - 9	$	56,700
SNE - 10	$	56,700
SNE - 11	$	60,750
SNE - 12	$	60,750
SNE - 13	$	60,750
SNE - 14	$	60,750
SNE - 15	$	63,788
SNE - 16	$	63,788
SNE - 17	$	63,788
SNE - 18	$	63,788
SNE - 19	$	63,788
SNE - 20	$	63,788
SNE - 21	$	63,788
SNE - 22	$	63,788
SNE - 23	$	63,788
SNE - 24	$	63,788
SNE - 25	$	63,788
SNE - 26	$	63,788
SNE - 27	$	63,788
SNE - 28	$	63,788
SNE - 29	$	63,788
SNE - 30	$	63,788

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Sick Leave: 12 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

*Includes responsibility for Student Database Management System

Hickman County Schools
Central Office - 12 Month Programs/Grants
Salary Schedule
FY 2022
Proposed June 7, 2021

Years of Experience	FY 2022 Step
PG - 0	$ 28,418
PG - 1	$ 28,756
PG - 2	$ 29,094
PG - 3	$ 29,432
PG - 4	$ 29,771
PG - 5	$ 30,109
PG - 6	$ 30,447
PG - 7	$ 30,785
PG - 8	$ 31,124
PG - 9	$ 31,462
PG - 10	$ 31,698
PG - 11	$ 32,139
PG - 12	$ 32,477
PG - 13	$ 32,815
PG - 14	$ 33,153
PG - 15	$ 33,491
PG - 16	$ 33,831
PG - 17	$ 34,169
PG - 18	$ 34,507
PG - 19	$ 34,845
PG - 20	$ 35,183
PG - 21	$ 35,522
PG - 22	$ 35,860
PG - 23	$ 36,198
PG - 24	$ 36,537
PG - 25	$ 36,875
PG - 26	$ 37,213
PG - 27	$ 37,552
PG - 28	$ 37,890
PG - 29	$ 38,228
PG - 30	$ 38,566

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Sick Leave: 12 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

* 10 month personnel salaries will be pro-rated from this schedule

Hickman County Schools
Central Office - 12 Month Secretary
Salary Schedule
FY 2022
Proposed June 7, 2021

Years of Experience	FY 2022 Step
SCO - 0	$ 19,355
SCO - 1	$ 19,489
SCO - 2	$ 19,621
SCO - 3	$ 19,755
SCO - 4	$ 19,899
SCO - 5	$ 20,031
SCO - 6	$ 20,165
SCO - 7	$ 20,299
SCO - 8	$ 20,431
SCO - 9	$ 20,575
SCO - 10	$ 20,975
SCO - 11	$ 21,108
SCO - 12	$ 21,251
SCO - 13	$ 21,385
SCO - 14	$ 21,518
SCO - 15	$ 21,928
SCO - 16	$ 22,061
SCO - 17	$ 22,195
SCO - 18	$ 22,328
SCO - 19	$ 22,461
SCO - 20	$ 22,871
SCO - 21	$ 23,005
SCO - 22	$ 23,138
SCO - 23	$ 23,281
SCO - 24	$ 23,415
SCO - 25	$ 23,814
SCO - 26	$ 23,958
SCO - 27	$ 24,091
SCO - 28	$ 24,224
SCO - 29	$ 24,358
SCO - 30	$ 24,768

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Sick Leave: 12 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

- **10 month personnel salaries will be pro-rated from this schedule.**
- **Serving more than one supervisor or office = $ 500.00 per supervisor or office**

Hickman County Schools
Central Office - 12 Month Administrative Assistant
Salary Schedule
FY 2022
Proposed June 7, 2021

Years of Experience	FY 2022 Step	
AA - 0	$	20,299
AA - 1	$	20,431
AA - 2	$	20,575
AA - 3	$	21,651
AA - 4	$	22,328
AA - 5	$	24,255
AA - 6	$	24,860
AA - 7	$	26,090
AA - 8	$	26,838
AA - 9	$	27,516
AA - 10	$	28,807
AA - 11	$	29,525
AA - 12	$	29,863
AA - 13	$	30,714
AA - 14	$	31,565
AA - 15	$	32,425
AA - 16	$	33,349
AA - 17	$	36,219
AA - 18	$	37,695
AA - 19	$	39,992
AA - 20	$	40,852
AA - 21	$	41,888
AA - 22	$	42,626
AA - 23	$	43,241
AA - 24	$	43,897
AA - 25	$	44,727
AA - 26	$	45,957
AA - 27	$	47,013
AA - 28	$	47,495
AA - 29	$	47,865
AA - 30	$	49,546

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Sick Leave: 12 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

Human Resources Add $5,000 To Scale

* 10 month personnel salaries will be pro-rated from this schedule

Serving more than one supervisor or office = $ 500.00 per supervisor or office

Hickman County Schools
12 Month School Nutrition Coordinator (CO) - Salary Schedule
FY 2022
Proposed June 7, 2021

Years of Experience	FY 2022 Step
NC - 0	$ 20,299
NC - 1	$ 20,431
NC - 2	$ 20,575
NC - 3	$ 21,651
NC - 4	$ 22,328
NC - 5	$ 23,005
NC - 6	$ 23,681
NC - 7	$ 24,358
NC - 8	$ 25,034
NC - 9	$ 25,711
NC - 10	$ 27,054
NC - 11	$ 27,740
NC - 12	$ 28,418
NC - 13	$ 29,094
NC - 14	$ 31,462
NC - 15	$ 32,425
NC - 16	$ 33,585
NC - 17	$ 35,235
NC - 18	$ 36,629
NC - 19	$ 39,582
NC - 20	$ 40,534
NC - 21	$ 41,262
NC - 22	$ 41,806
NC - 23	$ 42,575
NC - 24	$ 43,241
NC - 25	$ 43,897
NC - 26	$ 44,225
NC - 27	$ 44,563
NC - 28	$ 44,891
NC - 29	$ 45,835
NC - 30	$ 46,389

Hickman County School Food Service
School Secretary/Bookkeeper
Salary Schedule
FY 2022
Proposed June 7, 2021

Years of Experience	FY 2022 Step
SSB - 0	$ 14,926
SSB - 1	$ 15,757
SSB - 2	$ 16,095
SSB - 3	$ 16,156
SSB - 4	$ 16,362
SSB - 5	$ 16,567
SSB - 6	$ 16,720
SSB - 7	$ 16,884
SSB - 8	$ 17,048
SSB - 9	$ 17,213
SSB - 10	$ 17,387
SSB - 11	$ 17,551
SSB - 12	$ 17,715
SSB - 13	$ 17,879
SSB - 14	$ 18,043
SSB - 15	$ 18,217
SSB - 16	$ 18,381
SSB - 17	$ 18,545
SSB - 18	$ 18,699
SSB - 19	$ 18,863
SSB - 20	$ 19,047
SSB - 21	$ 19,201
SSB - 22	$ 19,365
SSB - 23	$ 19,529
SSB - 24	$ 19,693
SSB - 25	$ 19,877
SSB - 26	$ 20,041
SSB - 27	$ 20,205
SSB - 28	$ 20,369
SSB - 29	$ 20,534
SSB - 30	$ 20,709

Retirement:School System pays for your retirement after six (6) months probationary period for a full time employee.

Work Schedule:
180 Student Days
10 in-service days/other
10 vacation days
Total of 200 paid days

Sick Leave: 10 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

Hickman County Schools
Bus Drivers - Salary Schedule
FY 2022
Proposed June 7, 2021

Years of Experience	FY 2022 Step
BUS - 0	$ 11,629
BUS - 1	$ 12,631
BUS - 2	$ 12,712
BUS - 3	$ 12,793
BUS - 4	$ 12,874
BUS - 5	$ 12,945
BUS - 6	$ 13,026
BUS - 7	$ 13,107
BUS - 8	$ 13,188
BUS - 9	$ 13,269
BUS - 10	$ 13,350
BUS - 11	$ 13,431
BUS - 12	$ 13,512
BUS - 13	$ 13,593
BUS - 14	$ 13,674
BUS - 15	$ 13,755
BUS - 16	$ 13,836
BUS - 17	$ 13,907
BUS - 18	$ 13,988
BUS - 19	$ 14,069
BUS - 20	$ 14,150
BUS - 21	$ 14,231
BUS - 22	$ 14,312
BUS - 23	$ 14,393
BUS - 24	$ 14,474
BUS - 25	$ 14,555
BUS - 26	$ 14,636
BUS - 27	$ 14,707
BUS - 28	$ 14,798
BUS - 29	$ 14,869
BUS - 30	$ 15,041

A. Five days sick leave - unlimited accumulation. Accumulated sick days can be used toward retirement.

B. School system pays retirement after six (6) months probationary period for full-time employees.

C. Up to $50 reimbursement for physical exam after appropriate paperwork is turned in to the Central Office.

D. Reimbursement for CDL license after appropriate paper work is turned in to the Central Office.

E. School system pays two (2) full days of in-service (if attended).

F. If a bus driver terminates employment with the Hickman County Board of Education and is later re-hired, the driver's salary will be based on 0 experience for one (1) year (probationary period). After that period, the salary will be based on prior experience.

Hickman County School Food Service
Educational Assistants
Salary Schedule
FY 2022
Proposed June 7, 2021

Years of Experience	FY 2022 Step
TA - 0	$ 14,618
TA - 1	$ 15,357
TA - 2	$ 15,552
TA - 3	$ 15,736
TA - 4	$ 15,931
TA - 5	$ 16,116
TA - 6	$ 16,269
TA - 7	$ 16,413
TA - 8	$ 16,567
TA - 9	$ 16,720
TA - 10	$ 16,864
TA - 11	$ 17,018
TA - 12	$ 17,161
TA - 13	$ 17,315
TA - 14	$ 17,459
TA - 15	$ 17,602
TA - 16	$ 17,756
TA - 17	$ 17,909
TA - 18	$ 18,053
TA - 19	$ 18,207
TA - 20	$ 18,371
TA - 21	$ 18,515
TA - 22	$ 18,668
TA - 23	$ 18,811
TA - 24	$ 18,965
TA - 25	$ 19,129
TA - 26	$ 19,283
TA - 27	$ 19,427
TA - 28	$ 19,581
TA - 29	$ 19,725
TA - 30	$ 19,899

Retirement: **School System pays for your retirement after six (6) months probationary period for a full time employee.**

Work Schedule:
180 student days
10 in-service days/other
10 vacation days
Total of:200 paid days

Sick Leave: **10 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.**

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

Hickman County Schools
12 Month Special Services - Salary Schedule
FY 2022
Proposed June 7, 2021

Years of Experience	FY2022 Step	Increase Actual	%
SSAD - 0	$ 20,073		
SSAD - 1	$ 20,698	$ 873	4.40%
SSAD - 2	$ 21,323	$ 881	4.31%
SSAD - 3	$ 21,949	$ 889	4.22%
SSAD - 4	$ 22,564	$ 886	4.09%
SSAD - 5	$ 23,189	$ 904	4.06%
SSAD - 6	$ 23,814	$ 911	3.98%
SSAD - 7	$ 24,440	$ 920	3.91%
SSAD - 8	$ 25,065	$ 927	3.84%
SSAD - 9	$ 25,690	$ 934	3.77%
SSAD - 10	$ 26,316	$ 943	3.72%
SSAD - 11	$ 26,942	$ 951	3.66%
SSAD - 12	$ 27,444	$ 835	3.14%
SSAD - 13	$ 28,182	$ 1,077	3.97%
SSAD - 14	$ 28,807	$ 973	3.50%
SSAD - 15	$ 29,432	$ 981	3.45%
SSAD - 16	$ 30,058	$ 989	3.40%
SSAD - 17	$ 30,683	$ 996	3.36%
SSAD - 18	$ 31,309	$ 1,005	3.32%
SSAD - 19	$ 31,923	$ 1,001	3.24%
SSAD - 20	$ 32,549	$ 1,020	3.24%
SSAD - 21	$ 33,175	$ 1,028	3.20%
SSAD - 22	$ 33,799	$ 1,034	3.16%
SSAD - 23	$ 34,425	$ 1,043	3.12%
SSAD - 24	$ 35,050	$ 1,050	3.09%
SSAD - 25	$ 35,624	$ 1,007	2.91%
SSAD - 26	$ 36,291	$ 1,107	3.15%
SSAD - 27	$ 36,875	$ 1,032	2.88%
SSAD - 28	$ 37,541	$ 1,121	3.08%
SSAD - 29	$ 38,166	$ 1,088	2.93%
SSAD - 30	$ 38,792	$ 1,097	2.91%

Retirement: School System pays for your retirement after six (6) months probationary period for a full time employee.

Sick Leave: 12 days per year – unlimited accumulation. Accumulated sick days can be used toward retirement.

Personal Leave: 2 days per year – Any personal leave left at the end of the school year will be added to sick leave.

* **10 month personnel salaries will be pro-rated from this schedule**

** **Lead Teacher: BEP Salary Schedule x 1.2**

Hickman County Schools
General Grounds Maintenance (Hourly Rate)
Pay Schedules
FY 2022
Proposed June 7, 2021

Years of Experience	FY 2022 Step
GGM - 0	$ 9.39
GGM - 1	$ 9.71
GGM - 2	$ 9.79
GGM - 3	$ 9.85
GGM - 4	$ 9.91
GGM - 5	$ 9.96
GGM - 6	$ 10.04
GGM - 7	$ 10.17
GGM - 8	$ 10.30
GGM - 9	$ 10.44
GGM - 10	$ 10.56
GGM - 11	$ 10.66
GGM - 12	$ 10.76
GGM - 13	$ 10.81
GGM - 14	$ 10.86
GGM - 15	$ 10.94
GGM - 16	$ 11.01
GGM - 17	$ 11.10
GGM - 18	$ 11.15
GGM - 19	$ 11.21
GGM - 20	$ 11.28
GGM - 21	$ 11.32
GGM - 22	$ 11.39
GGM - 23	$ 11.47
GGM - 24	$ 11.54
GGM - 25	$ 11.59
GGM - 26	$ 11.64
GGM - 27	$ 11.70
GGM - 28	$ 11.80
GGM - 29	$ 11.85
GGM - 30	$ 12.01

A. Ten days sick leave - unlimited accumulation for full-time employees. Accumulated sick days can be used toward retirement.

B. School system pays retirement after six (6) months probnationary perido for full-time employees

C. Full-time maintenance employees get two weeks paid vacation after being employed for one year

Hickman County Schools
Maintenance Mechanic (Hourly Rate)
Pay Schedules
FY 2022
Proposed June 7, 2021

Years of Experience	FY 2022 Step
MM - 0	$ 13.14
MM - 1	$ 13.80
MM - 2	$ 14.10
MM - 3	$ 14.45
MM - 4	$ 14.77
MM - 5	$ 15.08
MM - 6	$ 15.43
MM - 7	$ 15.73
MM - 8	$ 16.07
MM - 9	$ 16.39
MM - 10	$ 16.70
MM - 11	$ 17.05
MM - 12	$ 17.35
MM - 13	$ 17.68
MM - 14	$ 17.99
MM - 15	$ 18.33
MM - 16	$ 18.65
MM - 17	$ 18.96
MM - 18	$ 19.31
MM - 19	$ 19.63
MM - 20	$ 19.93
MM - 21	$ 20.27
MM - 22	$ 20.59
MM - 23	$ 20.90
MM - 24	$ 21.24
MM - 25	$ 21.56
MM - 26	$ 21.90
MM - 27	$ 22.20
MM - 28	$ 22.54
MM - 29	$ 22.87
MM - 30	$ 23.16

A. Ten days sick leave - unlimited accumulation for full-time employees. Accumulated sick days can be used toward retirement.

B. School system pays retirement after six (6) months probnationary perido for full-time employees

C. Full-time maintenance employees get two weeks paid vacation after being employed for one year

Hickman County Schools
Part-Time Mechanic (Hourly Rate)
Pay Schedules
FY 2022
Proposed June 7, 2021

Years of Experience	FY 2022 Step
0	$ 11.40
1	$ 11.55
2	$ 11.65
3	$ 11.79
4	$ 11.91
5	$ 12.05
6	$ 12.17
7	$ 12.30
8	$ 12.42
9	$ 12.57
10	$ 12.69
11	$ 12.83
12	$ 12.95
13	$ 13.05
14	$ 13.17
15	$ 13.22
16	$ 13.34
17	$ 13.45
18	$ 13.70
19	$ 13.82
20	$ 13.93
21	$ 14.06
22	$ 14.20
23	$ 14.31
24	$ 14.45
25	$ 14.55
26	$ 14.67
27	$ 14.78
28	$ 14.91
29	$ 15.02
30	$ 15.22

A. Ten days sick leave - unlimited accumulation for full-time employees. Accumulated sick days can be used toward retirement.

B. School system pays retirement after six (6) months probationary period for full-time employees.

C. Up to $50 reimbursement for physical exam after appropriate paper work is turned in to the Central Office.

D. Reimbursement for CDL license after appropriate paper work is turned in to the Central Office.

E. School system pays two (2) full days of in-service (if attended).

F. Full-time mechanics get two weeks paid vacation after being employed for one year.

Hickman County Schools
Supervising Mechanic
Salary Schedule
FY 2022
Proposed June 7, 2021

Years of Experience	FY 2022 Step
SM - 0	$ 31,125
SM - 1	$ 31,837
SM - 2	$ 32,550
SM - 3	$ 33,264
SM - 4	$ 33,976
SM - 5	$ 34,691
SM - 6	$ 34,843
SM - 7	$ 35,418
SM - 8	$ 35,733
SM - 9	$ 36,052
SM - 10	$ 36,367
SM - 11	$ 36,683
SM - 12	$ 37,001
SM - 13	$ 37,316
SM - 14	$ 37,633
SM - 15	$ 37,950
SM - 16	$ 38,265
SM - 17	$ 38,580
SM - 18	$ 38,896
SM - 19	$ 39,213
SM - 20	$ 39,529
SM - 21	$ 39,845
SM - 22	$ 40,163
SM - 23	$ 40,479
SM - 24	$ 40,794
SM - 25	$ 41,111
SM - 26	$ 41,686
SM - 27	$ 42,260
SM - 28	$ 42,835
SM - 29	$ 43,411
SM - 30	$ 43,986

A. Ten days sick leave - unlimited accumulation for full-time employees. Accumulated sick days can be used toward retirement.

B. School system pays retirement after six (6) months probationary period for full-time employees.

C. Up to $50 reimbursement for physical exam after appropriate paper work is turned in to the Central Office.

D. Reimbursement for CDL license after appropriate paper work is turned in to the Central Office.

E. School system pays two (2) full days of in-service (if attended).

F. Full-time mechanics get two weeks paid vacation after being employed for one year.

Hickman County Schools
Full-Time Mechanic
Salary Schedule
FY 2022
Proposed June 7, 2021

Years of Experience	FY 2022 Step	
FTM - 0	$	28,170
FTM - 1	$	28,483
FTM - 2	$	28,832
FTM - 3	$	29,168
FTM - 4	$	29,506
FTM - 5	$	29,846
FTM - 6	$	30,185
FTM - 7	$	30,522
FTM - 8	$	30,859
FTM - 9	$	31,199
FTM - 10	$	31,539
FTM - 11	$	31,874
FTM - 12	$	32,215
FTM - 13	$	32,553
FTM - 14	$	32,892
FTM - 15	$	33,228
FTM - 16	$	33,566
FTM - 17	$	33,908
FTM - 18	$	34,244
FTM - 19	$	34,580
FTM - 20	$	34,921
FTM - 21	$	35,258
FTM - 22	$	35,597
FTM - 23	$	35,935
FTM - 24	$	36,274
FTM - 25	$	36,613
FTM - 26	$	36,952
FTM - 27	$	37,288
FTM - 28	$	37,627
FTM - 29	$	37,964
FTM - 30	$	38,305

A. Ten days sick leave - unlimited accumulation for full-time employees. Accumulated sick days can be used toward retirement.

B. School system pays retirement after six (6) months probationary period for full-time employees.

C. Up to $50 reimbursement for physical exam after appropriate paper work is turned in to the Central Office.

D. Reimbursement for CDL license after appropriate paper work is turned in to the Central Office.

E. School system pays two (2) full days of in-service (if attended).

F. Full-time mechanics get two weeks paid vacation after being employed for one year.

Hickman County Schools
Chief Mechanic
Salary Schedule
FY 2022
Proposed June 7, 2021

Years of Experience	FY 2022 Step	
CM - 0	$	33,987
CM - 1	$	34,641
CM - 2	$	35,292
CM - 3	$	35,947
CM - 4	$	36,600
CM - 5	$	37,256
CM - 6	$	37,906
CM - 7	$	38,563
CM - 8	$	39,215
CM - 9	$	39,869
CM - 10	$	40,521
CM - 11	$	41,176
CM - 12	$	42,850
CM - 13	$	43,550
CM - 14	$	44,201
CM - 15	$	44,858
CM - 16	$	45,509
CM - 17	$	46,164
CM - 18	$	46,815
CM - 19	$	47,473
CM - 20	$	48,123
CM - 21	$	48,778
CM - 22	$	49,430
CM - 23	$	50,087
CM - 24	$	50,347
CM - 25	$	50,738
CM - 26	$	52,045
CM - 27	$	52,701
CM - 28	$	53,353
CM - 29	$	54,008
CM - 30	$	54,658

A. Ten days sick leave - unlimited accumulation for full-time employees. Accumulated sick days can be used toward retirement.

B. School system pays retirement after six (6) months probationary period for full-time employees.

C. Up to $50 reimbursement for physical exam after appropriate paper work is turned in to the Central Office.

D. Reimbursement for CDL license after appropriate paper work is turned in to the Central Office.

E. School system pays two (2) full days of in-service (if attended).

F. Full-time mechanics get two weeks paid vacation after being employed for one year.